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**Sent:** Monday, October 26, 2009 5:01 PM  
**To:** Hanchett, James (DPH)  
**Subject:** Update from MOSES

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## A Message to MOSES Members

Dear MOSES Members,

As some of you are aware, the past several months-and, especially, the past two weeks-have been a whirlwind of activity for MOSES and the other state (and turnpike) unions. Two major issues have dominated all of our schedules at MOSES. First, and impacting all MOSES members, the latest news on the state's economy has not been favorable, resulting in a series of meetings with the Office of Employee Relations and, ultimately, Secretary of Administration and Finance Jay Gonzales and Governor Patrick, himself. Equally significant to all of our members at MHD and many at DCR has been the flurry of activity regarding the new MassDOT, culminating in meetings with MassDOT Director Jeff Mullan, MassPike management and Unions, MHD and DCR officials, the Executive Office of Labor and members of the House and Senate leadership.

The Governor, initially through his Office of Employee Relations (OER) and this past Friday morning, in a meeting with his Secretary of A&F, himself, various management representatives, and all of the Executive Branch Unions, has requested that state employees consider collective bargaining concessions in order to assist with the most recent (\$600 million) budget shortfall and to decrease his estimated need for 2,000 employee layoffs.

At an October 20, 2009 meeting between the Office of Employee Relations and all state unions, we were advised that the Governor was open to suggestions for closing the deficit which might alleviate the number of projected layoffs. It was suggested that the Unions agree to permanently delay their contractual pay increases by one year and consider mandatory furloughs of five days per full time member. OER indicated that the Administration would, in exchange, seek to guarantee legislative funding for the delayed salary increases as well as a moratorium on all GiC increases (to premiums, co pays, prescriptions, etc.) through at least June 30, 2010. While all state unions contemplated these proposed concessions, Governor Patrick requested a meeting for Friday October 23, 2009 with the unions' leadership.

The October 23rd meeting was much more open and productive than anticipated. Although renewing its request that we consider the permanent one year delay on salary increases, and furloughs in exchange for funding of those increases and the GiC moratorium on increases discussed earlier, the Governor and Secretary Gonzales agreed to seriously consider several suggestions that would significantly decrease the number of employee layoffs required and, thus, the number of furlough days requested. Among those proposals currently being explored by the Governor, Secretary of A&F and OER are: an early retirement incentive program; a delay in executive branch payments to the retirement fund deficiency; a thorough review of the number and use of consultants and 120 day (retiree) appointments and, if necessary, a remedial reduction in same; and a thorough review of the ratio of management to non-management employees and, if unnecessarily excessive, a reduction in management employees.

Many of these ideas were relayed to me through your many e-mails and telephone calls during the last couple of months.

I am hopeful that the Administration will seriously review and offer some, if not all, of the above alternatives, in order that MOSES may bring a reasonable and less draconian resolution to the budget shortfall to its membership for a vote.

Joe Dorant

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